

Ideas for thinking about Department Annual Diversity, Equity and Inclusion Self-Studies

Recruitment

Efforts to diversify your candidate pool?

Active outreach to underrepresented groups?

Committee training (anything beyond HR mandatory training? Search committee members attended diversity/equity events?)

Did you have an Equity Advocate on your search committee?

Efforts made to actively reach out to candidates before campus interview, to see if they have unique needs or interests to be addressed during campus visit (affinity groups)?

Were there dual career needs that you were able to address (or challenged in addressing, in a way that effected recruitment for diversity)?

Department Web site?

Networking or social groups?
Mentoring?

What speakers have you invited? Do they bring any diversity to your students/faculty?

Climate

FMD and Tenure Clock support?

If you have underrepresented minority faculty, do allies seek them out to inquire about their experiences? Do they feel visible, acknowledged, supported, and respected?

Student Clubs?

Standard syllabus language acknowledging different student needs?

Source diversity used for classes?